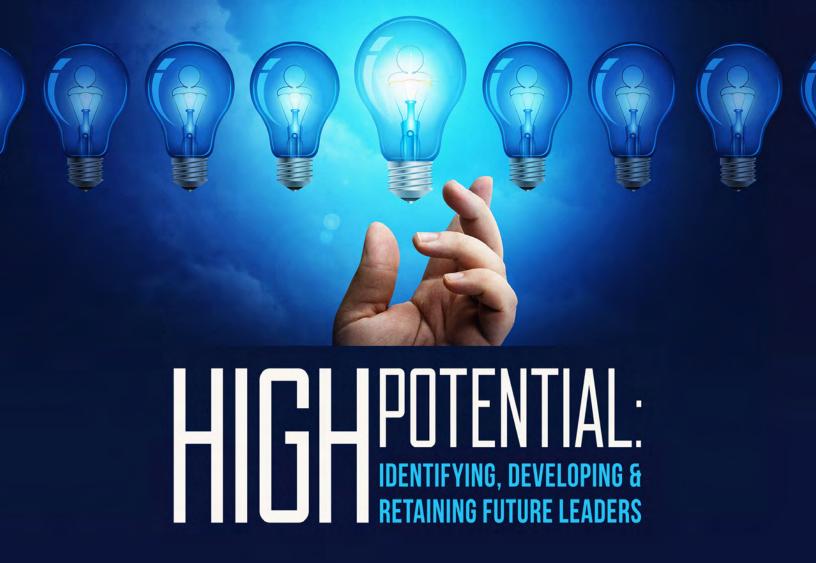
# 14TH ANNUAL SIOP LEADING EDGE CONSORTIUM



RENAISSANCE BALTIMORE HARBORPLACE HOTEL

OCTOBER 19—20, 2018

WORKSHOPS: OCTOBER 18

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Visit the SIOP resources page to download the presentations from this consortium my.SIOP.org/LEC/resources

# Greetings LEC Guests,

Welcome to the 14th Annual SIOP Leading Edge Consortium (LEC) in Charm City—Baltimore, MD.

We can hardly wait to hear about the insights you gain and networking connections you make at the LEC.

Once again, the LEC begins with three strong preconsortium workshops, which provide a deeper dive in to key HiPo topics.

The next few days bring us all a unique opportunity to learn from leaders in our field and to deepen our own knowledge of high-potential talent.

The outstanding LEC team includes the LEC planning committee—Rob Silzer, Allan Church, David Baker, Karen Grabow, Rafi Prager, John Scott, and Lorainne Stomski—as well as the SIOP Administrative Office staff. Their strong commitment to making this event a success has produced a program full of valuable insights and useful applications. As you participate in the consortium over the next few days, we invite you to share your learning with others and help ensure that the content of this LEC lives on far beyond our time together.

Thank you for being part of this important professional learning opportunity!



Rob Silzer

Rob Silzer

LEC 2018 Co-Chair

HR Assessment and Development/Baruch CUNY



Allan Church
Allan Church
LEC 2018 Co-Chair
PepsiCo

# **2018 LEC Planning Committee**

Co-Chair - Rob Silzer, HR Assessment and Development/Baruch CUNY
Co-Chair - Allan Church, PepsiCo
David Baker, IMPAQ International
Karen Grabow, Grabow Consulting, LLC
Raphael Y. Prager, PepsiCo
John Scott, APT Metrics
Lorraine Stomski, Walmart

# Thursday, October 18

7:00 am: Registration Opens

7:30 am: Coffee

Baltimore Ballroom

8:30 am: AM Workshops Begin

Workshop 1: Identifying and Assessing High-Potential Leadership Talent

(This workshop is eligible for Continuing Education credits)

Baltimore A

Presenters:

Dr. John Scott, COO, APTMetrics

Dr. Rob Silzer, Managing Director HR Assessment & Development,

Doctoral Faculty, Baruch/Graduate Center, CUNY

Dr. Matt Paese, Senior Vice President | Succession & C-Suite Services | DDI

Workshop 2: Agile Approaches to Developing Agile High Potentials

Baltimore B

Presenters:

Dr. Jeff McHenry, Rainier Leadership Solutions

Andrew Webster, ExperiencePoint

Robin Cohen, Johnson & Johnson

Lorraine Stomski, Walmart

Workshop 3: Building Integrated and Sustainable High-Potential Talent

Management Programs

(This workshop is eligible for Continuing Education credits)

Maryland B

Presenters:

Dr. Allan H. Church, SVP Global Talent Assessment & Development, PepsiCo

Dr. Laura Mattimore, VP Global Talent, The Procter & Gamble Company

Dr. Seymour Adler, Partner, Aon Hewitt

10:00 am: Break (15 minutes)

12:00: Lunch on Own

1:30 pm: PM Workshops Begin

3:00 pm: Break (15 minutes)

6:00 pm: Welcome Reception, Presented by

U.S.S. Constellation



7:00 am: Registration Opens

7:00 am: Breakfast

Baltimore Ballroom

8:00 am: Welcome and Introduction

8:15 am: Marcia Avedon, Ingersoll Rand

Building the High-Potential Pipeline to Achieve Strategic, Operational and

Cultural Goals: The Board of Directors Perspective

8:50 am: Rob Silzer, HR Assessment & Development/Baruch, Graduate Center, CUNY

The Potential for Leadership

9:25 am: HIP Talk: High-Potential Identification and Assessment issues

Alison Hartmann, IBM

Living in a UX World: Evolving the Assessment Experience in the Age of the

Linkster

Rafi Prager, PepsiCo

Using Personality to Predict Potential: When it Matters Most

Joe Garcia, Home Depot

What's Old Is New: Why Traditional Methods Are Still the Best for Building

Field Officer Bench at The Home Depot

10:00 am: Break (30 minutes)

(Final opportunity to sign up for Networking Dinners or change a Networking

Dinner reservation. Check your status at the registration desk.)

10:30 am: Laura Mattimore, P&G

Where, Oh Where, Is All the Top Talent?

11:05 am: Networking Activity

11:25 am: David Day, Claremont McKenna College

Estimating and Understanding Personal Trajectories of Leader Development

11:55 am: HR Impact Award Presentation: PepsiCo

12:00: Lunch, Presented by  $\subseteq \square \triangle \subseteq \square$ 

Baltimore Ballroom

1:00 pm: Cindy McCauley, CCL

Using Experience to Develop High Potentials

1:35 pm: Seymour Adler, AON

Nurturing Engaging Leaders

2:10 pm: Carol Surface, Medtronic

Thriving, Not Just Surviving, the Mega Merger: Scaling Talent Development

Systems During Organizational Transformation

2:45 pm: LEC Committee Panel

Audience Q&A

3:00 pm: Break

3:30 pm: HIP Talk: High-Potential Development Issues

Mike Benson, General Mills

Supporting HiPos in a Brave New World of Networked Teams and Organizations

Lorraine Stomski, WalMart

Design Thinking—Taking HiPo Talent From End to End

Robin Cohen, J&J

Leading Finance Into the Future With HiPo Talent

4:00 pm: Jane Ewing, Walmart

Building Global Leaders at Walmart

4:30 pm: David Rodriguez, Marriott

Organizational Culture and the Search for Unicorns

5:00 pm: LEC Committee Chairs

Audience Q&A, Preview Day 2

5:30 pm: Networking Reception, Presented by

Maryland Foyer

6:30 pm: Depart for Networking Dinners

# Saturday, October 20

7:00 am: Registration Opens

7:00 am: Breakfast

Baltimore Ballroom

8:00 am: Welcome, Opening

8:15 am: Matt Paese, DDI

Power and Perils of the Underdog

8:55 am: Karen Paul, 3M,

Failure to Launch: Why HiPos Fail

9:30 am: Allan H. Church, PepsiCo

Building an Integrated High-Potential Talent Process With Succession in Mind

10:00 am: Coffee Break

10:30 am: HIP Talk: High-Potential Programs and Organizational Issues

Julie Fuller, Nike

Finding Balance: Accelerating High-Potential Talent in a People-First Culture

Daniela Calefato-Greenblatt and Darin Artman, Bristol Myers Squibb Building a Diverse Leadership Pipeline: Accelerating Talent Growth and

Driving Innovation

11:00 am: Networking Activity

11:20 am: John Scott, APT

Research Agenda for High-Potential Talent

12:00 Lunch, Presented by

Baltimore Ballroom

**Humra** 

1:00 pm: Ken Willner, Paul Hastings Law Firm

High Potential or High Risk? A Legal Perspective on Assessment of Potential

1:35 pm: Sandra Davis, MDA Leadership

Motivation, Secrets, and Hidden Gems for High Potentials

2:10 pm: Bill Byham, DDI,

We Have Come a Long Way in Identifying and Developing Leadership Talent,

But We Are Not There Yet. What Happens When the Dust Settles?

2:40 pm: Closing Summary

**Audience Debrief** 

Thank you for attending the 2018 SIOP Leading Edge Consortium. We hope to see you next year October 24-26 at the Loews Atlanta Hotel.

# Safe travels!



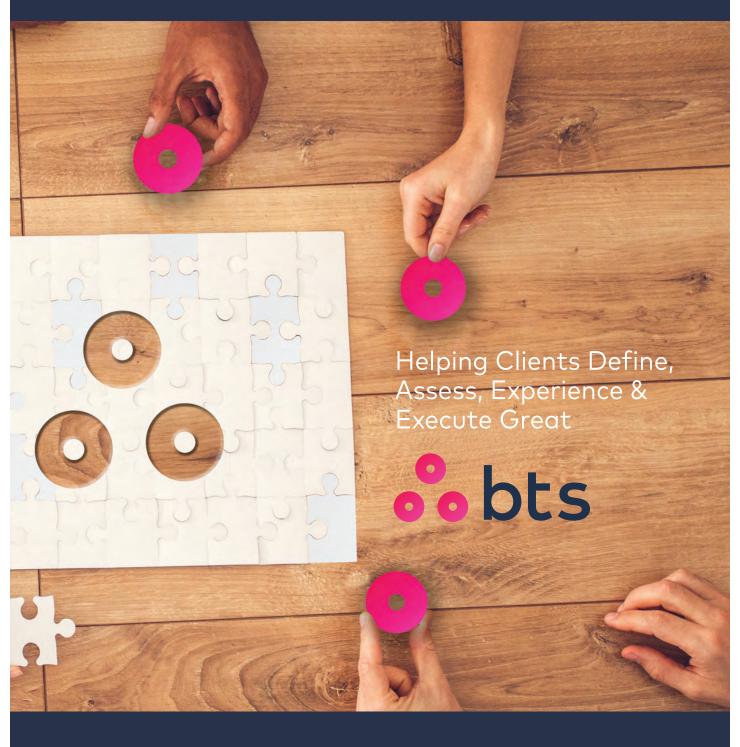


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Thank you to Serena Rozario of University of Maryland, Baltimore County for preparing this guide.

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